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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 600 colleges and universities. Data cover the following disciplines: Physical Sciences, Physics, Political Science and Government, Protective Services, Psychology, Reading Education, Secretarial and Related Programs, Special Education, Speech Pathology/Audiology, Social Sciences, Sociology, Student Counseling and Personnel Services, and Visual and Performing Arts. Presented for each discipline is a summary of the overall average salary increase between the baseline year of 1988-89 and the trend year, 1991-92, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines and between the public and private institutions. The participating institutions are listed. (JB)

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SALARY-TREND STUDIES OF FACULTY
FOR THE YEARS 1988-89 AND 1991-92
IN THE FOLLOWING
ACADEMIC DISCIPLINES/MAJOR FIELDS:

Physical Sciences; Physics; Political Science and Government; Protective Services; Psychology; Reading Education; Secretarial and Related Programs; Special Education; Speech Pathology/Audiology; Social Sciences; Sociology; Student Counseling and Personnel Services; and, Visual and Performing Arts

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1991-92. Each year two separate surveys are conducted, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1988-89 and 1991-92 surveys were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines/major fields, 13 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 13 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private participating institutions. Of the 281 institutions which participated in CUPA's public survey of 1988-89, 207 also participated in the 1991-92 survey. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's private survey of 1988-89, 298 also participated in the 1991-92 survey. Data from those same 298 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 13 individual academic disciplines/major fields for both the public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 13 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1988-89 and 1991-92) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 43 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES
FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Clayton Haferkamp

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including physical sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physical sciences in the CIP is as follows:

A summary of groups of instructional programs that describe the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 129--40).]

This article presents a summary of the overall average salary increases in the discipline/major field of physical sciences from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298

also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physical sciences faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professors of physical sciences in the 1988-89 public study means

that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of physical sciences in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 43785 164 46	34620 113 42	29327 106 40	26838 20 15	20868 16 12	36429 399 54
FAC MIX					
PCT: 0.41	0.28	0.27	0.05	0.04	1.00
SALARY					
FACTOR: 0.99	0.96	0.97	0.91	0.89	1.01

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36139 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES

PUBLIC, 1991-92:					
AVERAGE					
SALARY: 49021 157 47	38588 94 39	32472 90 39	33209 16 14	25451 35 17	40257 376 58
FAC MIX					
PCT: 0.42	0.25	0.24	0.04	0.09	1.00
SALARY					
FACTOR: 0.96	0.94	0.94	0.98	0.97	0.97

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.03	1.00

PRIVATE, 1988-89:

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES

AVERAGE					
SALARY: 45398 61 19	32966 47 24	27198 37 23	24743 7 6	21741 7 3	36034 152 45
FAC MIX					
PCT: 0.40	0.31	0.24	0.05	0.05	1.00
SALARY					
FACTOR: 1.01	0.95	0.95	0.89	0.96	1.02

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES

PRIVATE, 1991-92:					
AVERAGE					
SALARY: 55813 85 17	39978 32 15	34028 71 21	29097 8 6	25066 7 7	44178 195 39
FAC MIX					
PCT: 0.44	0.16	0.36	0.04	0.04	1.00
SALARY					
FACTOR: 1.04	0.98	1.00	0.90	0.92	1.05

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 54 of the 207 public institutions. The average salary of the 399 faculty was \$36,429. This average salary was approximately .8 percent more than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of physical sciences was reported in 58 of the same 207 public institutions. The average salary of the 376 faculty was \$40,257. This average salary was approximately 2.5 percent less than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in physical sciences after three years in the public institutions studied was 10.5 percent (\$40,257 minus \$36,429 equals \$3,828). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period is 6.7 percent or an average of 2.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS received a relative increase of 3.8 percentage point in their salaries (14.3% minus 10.5% equals 3.8%) more than faculty in the discipline/major field of physical sciences.

The reader may note that the faculty mix percentage in physical sciences is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 41 percent vs. 27 percent, and in the 1991-92 study it is 42 percent vs. 24 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as

follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in physical sciences in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.0 percent (20/399) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 4.3 percent (16/1,376) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 45 of the 298 private institutions. The average salary of the 152 faculty was \$36,034. This average salary was 1.7 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of physical sciences was reported in 39 of the same 298 private institutions. The average salary of the 195 faculty was \$44,178. This average was 4.6 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in physical sciences after three years in the private institutions studied was 22.6 percent (\$44,178 minus \$36,034 equals \$8,144). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 5.4 percent or 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240

minus \$35,437 equals \$6,803). In comparison to the discipline/major field of physical sciences (22.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.4 percent (22.6% minus 19.2% equals 3.4%) less than faculty in physical sciences.

The reader may note that the faculty mix percentage in physical sciences is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 40 percent vs. 24 percent, respectively, and in the 1991-92 study it is 44 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical sciences was the same as the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.6 percent (7/152) vs. 4.6 percent (1,374/-29,774), respectively, and lower in the 1991-92 private study: 4.1 percent (8/195) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physical sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,122 (.7%) faculty in the discipline/major field of physical sciences participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States

participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of physical sciences in 1988-89 in the public and private studies were some 1 percent above and 2 percent above the average faculty factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of physical sciences in 1991-92 in the public and private studies were some 3 percent below and 5 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in physical sciences in the public institutions received overall, relative salary increases at the end of three years of 6.7 percent below the cost-of-living. In the private institutions the relative salary increase was 5.4 percent above the cost-of-living.

Third, in the discipline/major field of physical sciences the professor rank percentages far exceed those in the assistant professor rank both in the 1988-89 and 1991-92 public studies, and relatively so in the 1988-89 and 1991-92 private studies. Although considered by some to be "top heavy" percentages at the professor level, the discipline/major field of physical sciences is considered one of the older "established" disciplines and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in physical sciences in the public studies in comparison to ALL MAJOR FIELDS, is higher in the 1988-89 study and lower in the 1991-92 study. In the private studies, the hiring rate was the same as in ALL MAJOR FIELDS in the 1988-89 study but lower in the 1991-92 study. This means that physical sciences in continuing a measured

growth in relation to many of the other disciplines/major fields in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analysis will be effected in physical sciences, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Clayton Haferkamp is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Cooper's Christian State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)
 Roosevelt University (IL)
 Rosary College (IL)
 Saint Francis College (PA)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Joseph's College (ME)
 Saint Leo College (FL)
 Saint Martin's College (WA)
 Saint Mary College (KS)
 Saint Mary's College of California (CA)
 Saint Meinrad College (IN)
 Saint Meinrad School of Theology (IN)
 Saint Vincent College (PA)
 Salem College (NC)
 Salem Teikyo University (WV)
 Salve Regina University (RI)
 Samford University (AL)
 Santa Clara University (CA)
 Schreiner College (TX)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena Heights College (MI)
 Simpson College (IA)
 Skidmore College (NY)
 Southern California College (CA)
 Southern College of Seventh-Day Adventists (TN)
 Southwestern Assemblies of God College (TX)
 Spring Arbor College (MI)
 Spring Hill College (AL)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. Francis College (NY)
 St. Mary's University (TX)
 St. Norbert College (WI)
 St. Olaf College (MN)
 Stanford University (CA)
 Suffolk University (MA)
 Susquehanna University (PA)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University (TX)
 Tri-State University (IN)
 Trinity College (VT)
 University of Bridgeport (CT)
 University of Dallas (TX)
 University of Dayton (OH)
 University of Denver (CO)
 University of Evansville (IN)
 University of Findlay (OH)
 University of La Verne (CA)

University of Miami (FL)
 University of New England (ME)
 University of New Haven (CT)
 University of Portland (OR)
 University of Rio Grande (OH)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of St. Thomas (TX)
 University of Tampa (FL)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Virginia Intermont College (VA)
 Viterbo College (WI)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington Bible College (MD)
 Washington College (MD)
 Waynesburg College (PA)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Westminster College (MD)
 Westminster College of Salt Lake City (UT)
 Wheeling Jesuit College (WV)
 Whitman College (WA)
 Whitworth College (WA)
 Wilkes University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wilmington College (DE)
 Wingate College (NC)
 Xavier University (OH)
 York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN PHYSICS
FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Martin Bagley

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including physics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physics in the CIP is as follows:

An instructional program that generally describes the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 133--40.08).]

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of

1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physics faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary for full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professors of physics in the 1988-89 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.02 for associate professors in the discipline/major field of physics in the 1988-89 public study means that their average salary is 2 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 45155 514 146	36695 285 115	30600 226 112	29155 49 43	22567 26 22	39172 1051 160
FAC MIX					
PCT: 0.49	0.27	0.22	0.05	0.02	1.00
SALARY					
FACTOR: 1.02	1.02	1.02	0.99	0.96	1.08
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 51651 530 146	41176 278 118	33993 231 112	32751 44 36	24696 38 28	44208 1077 164
FAC MIX					
PCT: 0.49	0.26	0.21	0.04	0.04	1.00
SALARY					
FACTOR: 1.01	1.00	0.99	0.97	0.94	1.07
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 50481 382 134	35795 203 107	29750 177 100	27433 29 23	20755 7 7	41562 769 194
FAC MIX					
PCT: 0.50	0.26	0.23	0.04	0.01	1.00
SALARY					
FACTOR: 1.12	1.03	1.04	0.99	0.92	1.17
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 59182 407 137	42194 208 111	35062 180 107	31908 22 21	26568 13 13	48911 808 194
FAC MIX					
PCT: 0.50	0.26	0.22	0.03	0.02	1.00
SALARY					
FACTOR: 1.10	1.03	1.03	0.98	0.98	1.16
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 160 of the 207 public institutions. The average salary of the 1,051 faculty was \$39,172. This average salary was approximately 8.4 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of physics was reported in 164 of the same 207 public institutions. The average salary of the 1,077 faculty was \$44,208. This average salary was approximately 7.1 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in physics after three years in the public institutions studied was 12.9 percent (\$44,208 minus \$39,172 equals \$5,036). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in physics average faculty salaries over the three-year period by 4.3 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163.). In comparison to the discipline/major field of physics (12.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.4 percentage points in their salaries (14.3% minus 12.9% equals 1.4%) more than faculty in the discipline/major field of physics.

The reader may note that the faculty mix percentage in physics is higher at the professor rank than at the assistant professor in the 1988-89 study: 49 percent vs. 22 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as

follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in physics in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 4.7 percent (49/1,051) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 4.1 percent (44/1,077) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 194 of the 298 private institutions. The average salary of the 769 faculty was \$41,562. This average salary was 17.3 percent higher than the average salary of \$35,437 for all 29,974 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of physics was reported in 194 of the same 298 private institutions. The average salary of the 808 faculty was \$48,911. This average salary was 15.8 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 17.7 percent (\$48,911 minus \$41,562 equals \$7,349). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is .5 percent or .17 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major fields of physics

(17.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.5 percent (19..% minus 17.7% equals 1.5%) more than faculty in physics.

Finally, the reader may note that the hiring rate of new assistant professors in physics was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.8 percent (29/769) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study; 2.7 percent (22/808) vs. 4.3 percent (1,379/31,783), respectively. In other words the hiring rate of new assistant professors in physics is lower than that for ALL MAJOR FIELDS in both the 1988-89 and 1991-92 private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,705 (2.2%) faculty in the discipline/major field of physics participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor of all ranks in the discipline/major field of physics in 1988-89 was some 8 and 17 percent above the average faculty salary factor for all ranks in ALL MAJOR FIELDS in the public and private studies, respectively. For 1991-92

the average faculty salary factor for physics was 7 and 16 percent in the public and private studies, respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in physics in the public institutions received overall salary increases at the end of three years of 4.4 percent below the cost-of-living. In the private institutions the salary increase was less than 1 percent (.5%) above the cost-of-living.

Third, in the discipline/major field of physics the professor rank has a greater faculty mix percentage than the other ranks for both the public and private studies in both study years. In comparison to the faculty mix percentage of ALL MAJOR FIELDS, the faculty mix percentage in physics for the rank of professor may seem rather top-heavy in each of the four studies even though physics is historically considered to be an "older" discipline/major field.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in physics and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Martin Bagley is an Assistant Professor of Military Science at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, Page 9
- B) LIST OF PUBLIC Participating Institutions, Page 10
- C) LIST OF PRIVATE Participating Institutions, Page 12

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Bapt'st Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)
 Roosevelt University (IL)
 Rosary College (IL)
 Saint Francis College (PA)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Joseph's College (ME)
 Saint Leo College (FL)
 Saint Martin's College (WA)
 Saint Mary College (KS)
 Saint Mary's College of California (CA)
 Saint Meinrad College (IN)
 Saint Meinrad School of Theology (IN)
 Saint Vincent College (PA)
 Salem College (NC)
 Salem Teikyo University (WV)
 Salve Regina University (RI)
 Samford University (AL)
 Santa Clara University (CA)
 Schreiner College (TX)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena Heights College (MI)
 Simpson College (IA)
 Skidmore College (NY)
 Southern California College (CA)
 Southern College of Seventh-Day Adventists (TN)
 Southwestern Assemblies of God College (TX)
 Spring Arbor College (MI)
 Spring Hill College (AL)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. Francis College (NY)
 St. Mary's University (TX)
 St. Norbert College (WI)
 St. Olaf College (MN)
 Stanford University (CA)
 Suffolk University (MA)
 Susquehanna University (PA)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University (TX)
 Tri-State University (IN)
 Trinity College (VT)
 University of Bridgeport (CT)
 University of Dallas (TX)
 University of Dayton (OH)
 University of Denver (CO)
 University of Evansville (IN)
 University of Findlay (OH)
 University of La Verne (CA)

University of Miami (FL)
 University of New England (ME)
 University of New Haven (CT)
 University of Portland (OR)
 University of Rio Grande (OH)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of St. Thomas (TX)
 University of Tampa (FL)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Virginia Intermont College (VA)
 Viterbo College (WI)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington Bible College (MD)
 Washington College (MD)
 Waynesburg College (PA)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Westminster College (MD)
 Westminster College of Salt Lake City (UT)
 Wheeling Jesuit College (WV)
 Whitman College (WA)
 Whitworth College (WA)
 Wilkes University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wilmington College (DE)
 Wingate College (NC)
 Xavier University (OH)
 York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
POLITICAL SCIENCE AND GOVERNMENT
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe
and
Zaphon Wilson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including political science and government. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/-major field of political science and government in the CIP is as follows:

An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in political philosophy, political theory, comparative government and politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries, and studies of specific political institutions and processes.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 147--45.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of political science and government from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for

both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 institutions also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of political science and government faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professors of political science and government in the 1988-89 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of political science and government in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of political science and government with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF				ASSO				ASST				NEW				INSTRUCTOR				ALL RANKS			
SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN				SALARY NUM N/IN			
DISCIPLINE: SOCIAL SCIENCES																							
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																							
PUBLIC, 1988-89:																							
AVERAGE																							
SALARY: 43648 498 146				34714 323 126				28122 277 118				26357 61 50				23396 41 30				36609 1139 165			
FAC MIX																							
PCT: 0.44				0.28				0.24				0.05				0.04				1.00			
SALARY																							
FACTOR: 0.98				0.96				0.93				0.90				1.00				1.01			

AVERAGE						
SALARY:	44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX						
PCT:	0.34	0.29	0.29	0.05	0.08	1.00

<u>PUBLIC, 1991-92:</u>				MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT														
AVERAGE																		
SALARY:	51188	566	164	39812	338	141	31972	383	141	31664	68	51	26565	46	30	41932	1333	177
FAC MIX																		
PCT:	0.42	0.25			0.29			0.05			0.03			1.00				
SALARY																		
FACTOR:	1.00	0.97			0.93			0.94			1.01			1.02				

AVERAGE											
SALARY: 50997 18617		41181 15436		34390 16606		33852 2410		26194 4261		41292 54920 207	
FAC MIX											
PCT: 0.34		0.28		0.30		0.04		0.08		1.00	

PRIVATE, 1988-89:				MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT															
AVERAGE																			
SALARY:	45507	291	136	34073	244	135	27641	200	110	26192	40	35	24249	21	20	36500	756	207	
FAC MIX																			
PCT:	0.38			0.32			0.26			0.05			0.03			1.00			
SALARY																			
FACTOR:	1.01			0.98			0.96			0.94			1.08			1.03			

AVERAGE SALARY:	45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX PCT:	0.32	0.31	0.30	0.05	0.06	1.00

PRIVATE, 1991-92:				MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT															
AVERAGE																			
SALARY:	54285	320	135	41031	229	126	32703	244	129	30693	38	33	29135	26	20	43350	819	203	
FAC MIX																			
PCT:	0.39			0.28			0.30			0.05			0.03				1.00		
SALARY																			
FACTOR:	1.01			1.00			0.96			0.95			1.07				1.03		

AVERAGE						
SALARY:	53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX						
PCT:	0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 165 of the 207 public institutions. The average salary of the 1,139 faculty was \$36,609. This average salary was approximately 1.3 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of political science and government was reported in 177 of the same 207 public institutions. The average salary of the 1,333 faculty was \$41,932. This average salary was approximately 1.5 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in political science and government after three years in the public institutions studied was 14.5 percent (\$41,932 minus \$36,609 equals \$5,323). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in political science and government average faculty salaries over the three-year period is 2.7 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equal \$5,163). In comparison to the discipline/major field of political science and government (14.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .2% percentage points in their salaries (14.5% minus 14.3% equals .2%) less than faculty in the discipline/major field of political science and government.

The reader may note that the faculty mix percentage in political science

and government is higher at the professor rank than at the assistant professor in the 1988-89 study: 44 percent vs. 24 percent, and in the 1991-29 study it is 42 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in political science and government in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.4 percent (61/1,139) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 5.1 percent (68/1,333) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 207 of the 298 private institutions. The average salary of the 756 faculty was \$36,500. This average salary was 3.0 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of political science and government was reported in 203 of the same 298 private institutions. The average salary of the 819 faculty was \$43,350. This average was 2.6 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 18.8 percent (\$43,350 minus \$36,500 equals \$6,850). The CPI of increased cost-of-living

between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of political science and government (18.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .4 percent (19.2 minus 18.8% equals .4%) more than faculty in political science and government.

The reader may note that the faculty mix percentage in political science and government is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 38 percent vs. 26 percent, respectively, and in the 1991-92 study it is 39 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in political science and government was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.3 percent (40/657) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 4.6 percent (38/819 vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of political science and government and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies,

one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,047 (2.4%) faculty in the discipline/major field of political science and government participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,137 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows: First, the average faculty salary factors for all ranks in the discipline/major field of political science and government in 1988-89 in the public and private studies were some 1 percent above and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of political science and government in 1991-92 in the public and private studies were some 2 percent above and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in political science and government in the public institutions received overall, relative salary increases at the end of three years of 2.7 percent below the cost-of-living. In the private institutions the relative salary increase was 1.6 percent above the cost-of-living.

Third, in the discipline/major field of political science and government the professor rank percentages far exceed those in the assistant professor rank both in the 1988-89 and 1991-92 public studies, and in the 1988-89 and 1991-92 private studies. Although considered by some to be "top heavy" percentages, the

discipline/major field of political science and government is considered one of the older "established" disciplines and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in political science and government in the public studies in comparison to ALL MAJOR FIELDS, is higher both in the 1988-89 and 1991-92 studies. In the private studies, the hiring rate was also higher both in the 1988-89 and 1991-92 studies. This means that political science and government is continuing to grow in relation to many of the other disciplines/major fields in college and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in political science and government, and in other discipline/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Zaphon Wilson is assistant professor of political science at Appalachian State University, Boone, North Carolina.

APPENDICES

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)
 Roosevelt University (IL)
 Rosary College (IL)
 Saint Francis College (PA)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Joseph's College (ME)
 Saint Leo College (FL)
 Saint Martin's College (WA)
 Saint Mary College (KS)
 Saint Mary's College of California (CA)
 Saint Meinrad College (IN)
 Saint Meinrad School of Theology (IN)
 Saint Vincent College (PA)
 Salem College (NC)
 Salem Teikyo University (WV)
 Salve Regina University (RI)
 Samford University (AL)
 Santa Clara University (CA)
 Schreiner College (TX)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena Heights College (MI)
 Simpson College (IA)
 Skidmore College (NY)
 Southern California College (CA)
 Southern College of Seventh-Day Adventists (TN)
 Southwestern Assemblies of God College (TX)
 Spring Arbor College (MI)
 Spring Hill College (AL)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. Francis College (NY)
 St. Mary's University (TX)
 St. Norbert College (WI)
 St. Olaf College (MN)
 Stanford University (CA)
 Suffolk University (MA)
 Susquehanna University (PA)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University (TX)
 Tri-State University (IN)
 Trinity College (VT)
 University of Bridgeport (CT)
 University of Dallas (TX)
 University of Dayton (OH)
 University of Denver (CO)
 University of Evansville (IN)
 University of Findlay (OH)
 University of La Verne (CA)

University of Miami (FL)
 University of New England (ME)
 University of New Haven (CT)
 University of Portland (OR)
 University of Rio Grande (OH)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of St. Thomas (TX)
 University of Tampa (FL)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Virginia Intermont College (VA)
 Viterbo College (WI)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington Bible College (MD)
 Washington College (MD)
 Waynesburg College (PA)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Westminster College (MD)
 Westminster College of Salt Lake City (UT)
 Wheeling Jesuit College (WV)
 Whitman College (WA)
 Whitworth College (WA)
 Wilkes University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wilmington College (DE)
 Wingate College (NC)
 Xavier University (OH)
 York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN PROTECTIVE SERVICES
FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Catherine Pinson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including protective services. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of protective services in the CIP is as follows:

A summary of groups of instructional programs that describe the principles and procedures for providing police, fire, and other safety services, and for managing penal institutions.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 74--13).]

This article presents a summary of the overall average salary increases in the discipline/major field of protective services from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207

institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of protective services faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FACT MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increase is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33

for associate professors of protective services in the 1988-89 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of protective services in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of protective services with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

4

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 53 of the 207 public institutions. The average salary of the 294 faculty was \$33,257. This average salary was approximately 8.6 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of protective services was reported in 56 of the same 207 public institutions. The average salary of the 347 faculty was \$38,013. This average salary was approximately 8.6 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in protective services after three years in the public institutions studied was 14.3 percent (\$38,013 minus \$33,257 equals \$4,756). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in protective services average faculty salaries over the three-year period by 2.9 percent or an average of 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of protective services (14.3%), therefore, the faculty in ALL MAJOR FIELDS received the same increase (14.3%) in their salaries as faculty in protective services.

The reader may note that the faculty mix percentage in protective services is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 23 percent vs. 37 percent and in the 1991-92 study it is 27 percent vs. 32 percent, respectively. The differences in the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent in 1988-89, and 34 percent vs. 30 percent in 1991-92, respectively.

Finally, the hiring rate of new assistant professors in protective services in the public studies was virtually the same as ALL MAJOR FIELDS in 1988-89, 4.8 percent (14/294) vs. 4.8 percent (2,497/51,650), respectively; and lower in 1991-92, 3.7 percent (13/347) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 13 of the 298 private institutions. The average salary of the 29 faculty was \$29,774. This average salary was 19.0 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of protective services was reported in 20 of the same 298 private institutions. The average salary of the 69 faculty was \$40,840. This average salary was 3.4 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salary for all faculty in protective services after three years in the private institutions studied was 37 percent (\$40,840 minus \$29,774 equals \$11,066). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 19.8 percent or 6.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus

\$35,437 equals \$6,803). In comparison to ALL MAJOR FIELDS (19.2%), therefore, the discipline/major field of protective services (37%) increased their salaries by 17.8 percent!

Finally, the reader may note that the hiring rate of new assistant professors in protective services was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 6.9 percent (2/29) vs. 4.6 percent (1,374/29,774) respectively, and lower in the 1991-92 private study: 1.4 percent (1.69) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of protective services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 739 (.04%) faculty in the discipline/major field of protective services participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor for all ranks in the discipline/major field of protective services in 1988-89 in the public and private studies was some 8 and 19 percent below the average faculty salary factor for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factor for all ranks in the discipline/-

major field of protective services in 1991-92, however, in both the public and private studies was only some 8 and 3 percent below the average for ALL MAJOR FIELDS.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in protective services in the public institutions received overall salary increases at the end of three years of 2.9 percent below the cost-of-living. In the private institutions, however, the salary increase was a significant 19.8 percent above the cost-of-living.

Third, in the discipline/major field of protective services the assistant professor rank has a greater faculty mix percentage than that of professor for both public studies but is just the opposite for the private studies in both study years. In comparison to the faculty mix percentage of ALL MAJOR FIELDS, the faculty mix percentage in protective services at the rank of professor in both study years for both the public and private studies indicates that protective services is still an emerging discipline/major field. It also indicates that professors have not been in rank long and this may indicate as well why their overall salary averages are somewhat below that of ALL MAJOR FIELDS.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in protective services and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Catherine Pinson is Records Manager, College of Business, Undergraduate Advising Office, Appalachian State University, Boone, North Carolina.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (VT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (IA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including psychology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of psychology in the CIP is as follows:

A summary of groups of instructional programs that describe the scientific study of the behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional and neurological activity.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 136--42).]

This article presents a summary of the overall average salary increases in the discipline/major field of psychology from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470

institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of psychology faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31

for associate professors of psychology in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of psychology in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of psychology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY					
<u>PUBLIC, 1988-89:</u>					
AVERAGE					
SALARY: 43603 953 175	34822 695 174	28359 512 162	27227 110 73	23510 57 42	36813 2217 192
FAC MIX					
PCT: 0.43	0.31	0.23	0.05	0.03	1.00
SALARY					
FACTOR: 0.98	0.97	0.94	0.93	1.01	1.02

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY					
<u>PUBLIC, 1991-92:</u>					
AVERAGE					
SALARY: 49970 966 181	39858 649 177	32169 607 166	31259 116 73	25921 66 41	41685 2288 193
FAC MIX					
PCT: 0.42	0.28	0.27	0.05	0.03	1.00
SALARY					
FACTOR: 0.98	0.97	0.94	0.92	0.99	1.01

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY					
<u>PRIVATE, 1988-89:</u>					
AVERAGE					
SALARY: 43196 494 198	32966 438 195	27257 342 179	25903 55 50	20867 39 27	34968 1313 271
FAC MIX					
PCT: 0.38	0.33	0.26	0.04	0.03	1.00
SALARY					
FACTOR: 0.96	0.95	0.95	0.93	0.93	0.99

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY					
<u>PRIVATE, 1991-92:</u>					
AVERAGE					
SALARY: 50517 518 200	39263 416 190	31962 388 197	31148 68 61	24128 27 25	41181 1349 265
FAC MIX					
PCT: 0.38	0.31	0.29	0.05	0.02	1.00
SALARY					
FACTOR: 0.94	0.96	0.94	0.96	0.89	0.97

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 192 of the 207 public institutions. The average salary of the 2,217 faculty was \$36,813. This average salary was approximately 1.9 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of psychology was reported in 192 of the same 207 public institutions. The average salary of the 2,288 faculty was \$41,685. This average salary was approximately 1.0 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in psychology after three years in the public institutions studied was 13.2 percent (\$41,685 minus \$36,813 equals \$4,872). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in psychology average faculty salaries over the three-year period is 4.0 percent or an average of 1.3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of psychology (13.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.1 percentage points in their salaries (14.3% minus 13.2% equals 1.1%) more than faculty in the discipline/major field of psychology.

The reader may note that the faculty mix percentage in psychology is higher at the professor rank than at the assistant professor in the 1988-89 study: 43 percent vs. 23 percent, and in the 1991-92 study it is 42 percent vs. 27 percent, respectively. The differences in the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in psychology in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.0 percent (110/2,217) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 5.1 percent (116/2,288) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 271 of the 298 private institutions. The average salary of the 1,313 faculty was \$34,968. This average salary was 1.3 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of psychology was reported in 265 of the same 298 private institutions. The average salary of the 1,349 faculty was \$41,181. This average was 2.6 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in psychology after three years in the private institutions studied was 17.8 percent (\$41,181 minus \$34,968 equals \$6,213). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .6 percent or .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of psychology (17.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.4 percent (19.2% minus 17.8% equals 1.4%) more than faculty in psychology.

The reader may note that the faculty mix percentage in psychology is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 38 percent vs. 26 percent, respectively, and in the 1991-92 study it is 38 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in psychology was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.2 percent (55/1313) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 5.0 percent (68/1,349) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of psychology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7.167 (4.3%) faculty in the discipline/major field of psychology participated and were included in the 43 disciplines/major fields in each of the four studies and in

the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of psychology in 1988-89 in the public and private studies were some 2 percent above and 1 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of psychology in 1991-92 in the public and private studies were some 1 percent above and 3 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI in October 1988, and indicates that the faculty in psychology in the public institutions received overall, relative salary increases at the end of three years of 4 percent below the cost-of-living. In the private institutions the relative salary increase was .6 percent above the cost-of-living.

Third, in the discipline/major field of psychology the professor rank percentages exceeds those in the assistant professor rank both in the 1988-89 and 1991-92 public studies, and in the 1988-89 and 1991-92 private studies. The discipline/major field of psychology is considered one of the "established" disciplines and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in psychology in the public studies in comparison to ALL MAJOR FIELDS is high both in the 1988-89 and 1991-92 studies. This means that psychology is continuing to grow in relation to many of the other disciplines/major fields in colleges and universities. In the private studies, the hiring rate was lower in 1988-89, but higher

in 1991-92, and this means that psychology is not growing as fast as in the public institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in psychology, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Craigton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	
	TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN

READING EDUCATION

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Gerald Parker

Since 1982-83 the College and University Personnel Association (CUPA' in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including reading education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of reading education in the CIP is as follows:

An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various educational levels.

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 82--13.1315).]

This article presents a summary of the overall average salary increases in the discipline/major field of reading education from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same

207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of reading education faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .22 for associate professors of reading education in the 1988-89 public study means that 22 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of reading education in the 1988-89 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of reading education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 43074 68 25	35439 35 21	29354 40 20	27991 6 6	22864 16 8	35908 159 33
FAC MIX					
PCT: 0.43	0.22	0.25	0.04	0.10	1.00
SALARY					
FACTOR: 0.97	0.98	0.98	0.95	0.98	0.99

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 49725 57 25	39120 45 22	32381 50 26	33060 5 4	24047 38 11	37513 190 39
FAC MIX					
PCT: 0.30	0.24	0.26	0.03	0.20	1.00
SALARY					
FACTOR: 0.98	0.95	0.94	0.98	0.92	0.91

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	3352 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 32798 5 4	32671 6 6	24655 5 5	22875 1 1	21000 1 1	29664 17 13
FAC MIX					
PCT: 0.29	0.35	0.29	0.06	0.06	1.00
SALARY					
FACTOR: 0.73	0.94	0.86	0.82	0.93	0.84

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00

DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 37450 5 5	38744 3 3	27420 3 3	28097 2 2	17804 4 3	30464 15 14
FAC MIX					
PCT: 0.33	0.20	0.20	0.13	0.27	1.00
SALARY					
FACTOR: 0.70	0.95	0.80	0.87	0.65	0.72

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 33 of the 207 public institutions. The average salary of the 159 faculty was \$35,908. This average salary was approximately .6 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of reading education was reported in 39 of the same 207 public institutions. The average salary of the 190 faculty was \$37,513. This average salary was approximately 10.1 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in reading education after three years in the public institutions studied was 4.5 percent (\$37,513 minus \$35,908 equals \$1,605). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 12.7 percent or 4.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of reading education (4.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 9.8 percentage points in their salaries (14.3% minus 4.5% equals 9.8%) more than faculty in the discipline/major field of reading education.

The reader may note that the faculty mix percentage in reading education is higher at the professor rank than at the assistant professor rank in the

1988-89 study: 43 percent vs. 25 percent, and in the 1991-92 study it is also higher at 30 percent vs. 26 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in reading education in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 3.8 percent (6/159) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 2.6 percent (5/190) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 13 of the 298 private institutions. The average salary of the 17 faculty was \$29,664. This average salary was 19.5 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of reading education was reported in 14 of the same 298 private institutions. The average salary of the 15 faculty was \$30,464. This average salary was 38.7 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in reading education studies after three years in the private institutions studied was 2.7 percent (\$30,464 minus \$29,664 equals \$800). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 14.5 percent or 4.8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of reading education (2.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 16.5 percent (19.2% minus 2.7% equals 16.5%) more than faculty in reading education.

The reader may note that the faculty mix percentage in reading education is the same at the professor rank in the 1988-89 study compared to the assistant professor rank: 29 percent vs. 29 percent, respectively, and in the 1991-92 study it is higher, 33 percent vs. 20 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in reading education was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.9 percent (1/17) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 13.3 percent (2/15) vs. 4.3 percent (1379/31783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of reading education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 381 (.2%) faculty in the discipline/major field of reading

education participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of reading education in the 1988-89 public and private studies were some 1 and 16 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of reading education in 1991-92, in both the public and private studies were some 9 and 28 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in reading education in the public institutions received overall, relative salary increases at the end of three years of 12.7 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 14.5 percent below the cost-of-living.

Third, in the discipline/major field of reading education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies except for the private 1988-89 study where it was the same (29%). These data show that the discipline/major field of reading education in both the public and private studies is slowly emerging in the public institutions and really not prevalent at all, relatively, in the private institutions.

Finally, the hiring rate of new assistant professors in reading education

both in 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 and 1991-92 private studies the hiring rate was higher but the overall figures, because of their paucity, are not indicative. It appears that reading education as a discipline/major field continues to grow rather slowly in the public studies but is almost non-existent in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in reading education and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUFA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

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Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
SECRETARIAL AND RELATED PROGRAMS
FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Sid Eckert

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including secretarial and related programs. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of secretarial and related programs in the CIP is as follows:

A group of instructional programs that prepare individuals to provide administrative and office support services.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 190--52.04).]

This article presents a summary of the overall average salary increases in the discipline/major field of secretarial and related programs from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend

year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of secretarial and related programs faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33

for associate professors of secretarial and related programs in the 1988-89 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR OF .95 for associate professors in the disciplines/major field of secretarial and related programs in the 1988-89 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of secretarial and related programs with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1988-89:																	
DISCIPLINE: BUSINESS (ADMIN. SUPPORT)																	
MAJOR FIELD: SECRETARIAL & RELATED PROG. GEN.																	
AVERAGE																	
SALARY:	41463	71 37	34424	105 47		28416	98 46		29759	6 5		22346	46 28		32409	320	63
FAC MIX																	
PCT:	0.22		0.33			0.31			0.02			0.14			1.00		
SALARY																	
FACTOR:	0.93		0.95			0.94			1.01			0.96			0.90		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	44380	17529	36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX																	
PCT:	0.34		0.29			0.29			0.05			0.08			1.00		
STATE, 1991-92:																	
DISCIPLINE: BUSINESS (ADMIN. SUPPORT)																	
MAJOR FIELD: SECRETARIAL & RELATED PROG. GEN.																	
AVERAGE																	
SALARY:	47928	71 36	40160	94 37		33479	83 38		36803	5 4		24325	31 21		38390	279	51
FAC MIX																	
PCT:	0.25		0.34			0.30			0.02			0.11			1.00		
SALARY																	
FACTOR:	0.94		0.98			0.97			1.09			0.93			0.93		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47664	18617	41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX																	
PCT:	0.34		0.28			0.30			0.04			0.08			1.00		

PRIVATE, 1988-89:																	
DISCIPLINE: BUSINESS (ADMIN. SUPPORT)																	
MAJOR FIELD: SECRETARIAL & RELATED PROG. GEN.																	
AVERAGE																	
SALARY:	32846	4 2	29324	13 11		24760	17 10		23000	1 1		14117	15 6		23373	49	24
FAC MIX																	
PCT:	0.08		0.27			0.35			0.02			0.31			1.00		
SALARY																	
FACTOR:	0.73		0.85			0.86			0.83			0.63			0.66		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	45106	9628	34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX																	
PCT:	0.32		0.31			0.30			0.05			0.06			1.00		
PRIVATE, 1991-92:																	
DISCIPLINE: BUSINESS (ADMIN. SUPPORT)																	
MAJOR FIELD: SECRETARIAL & RELATED PROG. GEN.																	
AVERAGE																	
SALARY:	40683	3 3	31256	9 8		23225	12 9		25400	2 2		21488	9 6		26529	33	21
FAC MIX																	
PCT:	0.09		0.27			0.36			0.06			0.27			1.00		
SALARY																	
FACTOR:	0.76		0.76			0.68			0.78			0.79			0.63		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	53614	10540	40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX																	
PCT:	0.33		0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of secretarial and related programs was reported in 63 of the 207 public institutions. The average salary of the 320 faculty was \$32,409. This average salary was approximately 11.5 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of secretarial and related programs was reported in 51 of the same 207 public institutions. The average salary of the 279 faculty was \$38,390. This average salary was approximately 7.6 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in secretarial and related programs after three years in the public institutions studied was 18.5 percent (\$38,390 minus \$32,409 equals \$5,981). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in secretarial and related programs average faculty salaries over the three-year period is 1.3 percent or an average of .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of secretarial and related programs (18.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 4.2 percentage points in their salaries (18.5% minus 14.3% equals 4.2%) less than faculty in the discipline/major field of secretarial and related programs.

The reader may note that the faculty mix percentage in secretarial and

related programs is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 22 percent vs. 31 percent, and in the 1991-92 study it is 25 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in secretarial and related programs in the public studies was lower than in ALL MAJOR FIELDS in 1988-89 1.9 percent (6/320) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also lower, 1.8 percent (5/279) vs. 4.4 percent (2,410/-54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of secretarial and related programs was reported in 24 of the 298 private institutions. The average salary of the 49 faculty was \$23,373. This average salary was 51.6 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of secretarial and related programs was reported in 21 of the same 298 private institutions. The average salary of the 33 faculty was \$26,529. This average was 59.2 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in secretarial and related programs after three years in the private institutions studied was 13.5 percent (\$26,529 minus \$23,373 equals \$3,156). The CPI of increased cost-of-living

between October 1988 and October 1991 was 17.2 percent. A more realistic appraisal, therefore, in the average faculty salaries over the three-year time period, is 3.7 percent or 1.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of secretarial and related programs (13.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.7 percent (19.2% minus 13.5% equals 5.7%) more than faculty in secretarial and related programs.

The reader may note that the faculty mix percentage in secretarial and related programs is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 8 percent vs. 35 percent, respectively, and in the 1991-92 study it is 9 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in secretarial and related programs was lower than the hiring rate of ALL MAJOR FIELDS in the 1988-89 private study: 2.0 percent (1/49) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 6.1 percent (2/33) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of secretarial and related programs and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies,

one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 159 (.1%) faculty in the discipline/major field of secretarial and related programs participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of secretarial and related programs in 1988-89 in the public and private studies were some 10 and 36 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of secretarial and related programs in 1991-92 in the public and private studies were some 7 and 37 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in secretarial and related programs in the public institutions received overall, "real" salary increases at the end of three years of 1.3 percent above the cost-of-living. In the private institutions the "real" salary increase was 3.7 percent below the cost-of-living.

Third, in the discipline/major field of secretarial and related programs the assistant professor rank percentages exceeds those in the professor rank both in the 1988-89 and 1991-92 public studies. In the private studies the assistant professor rank percentages greatly exceeds the professor rank for both 1988-89 and 1991-92.

Finally, the hiring rate of new assistant professors in the public studies in comparison to ALL MAJOR FIELDS, is lower both in the 1988-89 and 1991-92 studies. In the private studies, the hiring rate was lower in 1988-89, but higher in 1991-92.

Over the past several years the data continue to show that the discipline/-major field of secretarial and related programs continues to decline in faculty, in relative salaries, and in the number of institutions, both public and private, which mount the programs.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in secretarial and related programs, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarinate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION
FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including special education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of special education in the CIP is as follows:

An instructional program that generally describes the design and provision of teaching and other educational services to children or adults with special learning needs or disabilities, and that may prepare individuals to function as special education teachers. Includes instruction in diagnosing learning disabilities, developing individual educational plans, teaching and supervising special education students, special education counseling, and applicable laws and policies.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 78--13.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of special education from the "baseline year" of

1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of special education faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professors of special education in the 1988-89 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of special education in the 1988-89 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of special education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION, GENERAL					
<u>PUBLIC, 1988-89:</u> AVERAGE SALARY: 44645 160 48 FAC MIX PCT: 0.37 SALARY FACTOR: 1.00	35164 161 68 0.29 0.98	28599 149 57 0.27 0.95	27088 28 23 0.05 0.92	21970 35 23 0.06 0.94	36039 550 78 1.00 1.00
ALL MAJOR FIELDS					
AVERAGE SALARY: 44380 17529 FAC MIX PCT: 0.34	36058 15079 0.29	30079 14807 0.29	29332 2497 0.05	23391 4235 0.08	36129 51650 207 1.00
DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION, GENERAL					
<u>PUBLIC, 1991-92:</u> AVERAGE SALARY: 51349 230 65 FAC MIX PCT: 0.41 SALARY FACTOR: 1.01	40609 141 63 0.25 0.99	33720 152 66 0.27 0.98	32123 35 27 0.04 0.95	26060 32 21 0.02 0.99	42334 555 83 1.00 1.03
ALL MAJOR FIELDS					
AVERAGE SALARY: 50997 18619 FAC MIX PCT: 0.34	41181 15436 0.28	34390 16606 0.30	33852 2410 0.04	26194 4261 0.08	41292 54920 207 1.00

DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION, GENERAL					
<u>PRIVATE, 1988-89:</u> AVERAGE SALARY: 38915 23 14 FAC MIX PCT: 0.24 SALARY FACTOR: 0.86	33106 35 22 0.36 0.96	25553 31 25 0.32 0.89	25153 10 10 0.10 0.91	19982 7 6 0.07 0.89	31102 96 45 1.00 0.88
ALL MAJOR FIELDS					
AVERAGE SALARY: 45106 9628 FAC MIX PCT: 0.32	34640 9142 0.31	28725 9074 0.30	27748 1374 0.05	22532 1930 0.06	35437 29774 298 1.00
DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION, GENERAL					
<u>PRIVATE, 1991-92:</u> AVERAGE SALARY: 47973 28 15 FAC MIX PCT: 0.27 SALARY FACTOR: 0.89	41497 38 23 0.37 1.01	30611 32 21 0.31 0.90	29521 7 7 0.07 0.91	24531 5 4 0.05 0.90	39051 103 39 1.00 0.92
ALL MAJOR FIELDS					
AVERAGE SALARY: 53614 10540 FAC MIX PCT: 0.33	40984 9462 0.30	34071 10070 0.32	32464 1379 0.04	27206 1711 0.05	42240 31783 298 1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 78 of the 207 public institutions. The average salary of the 550 faculty was \$36,039. This average salary was approximately .2 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of special education was reported in 83 of the same 207 public institutions. The average salary of the 555 faculty was \$42,334. This average salary was approximately 2.5 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in special education after three years in the public institutions studied was 17.5 percent (\$42,334 minus \$36,039 equals \$6,295). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in special education average faculty salaries over the three-year period of .3 percent or an average of .1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of special education (17.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 3.2 percentage points in their salaries (17.5% minus 14.3% equals 3.2%) less than faculty in the discipline/major field of special education.

The reader may note that the faculty mix percentage in special education is

higher at the professor rank than at the assistant professor rank in the 1988-89 study: 37 percent vs. 27 percent, and in the 1991-92 study it is 41 percent vs. 27 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in special education in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.1 percent (28/550) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-91, it was also higher, 6.3 percent (35/555) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 45 of the 298 private institutions. The average salary of the 96 faculty was \$31,102. This average salary was 13.9 percent less than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of special education was reported in 39 of the same 298 private institutions. The average salary of the 103 faculty was \$39,051. This average was 8.2 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in special education after three years in the private institutions studied was 25.6 percent (\$39,051 minus \$31,102 equals \$7,949). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore,

in the average faculty salaries over the three-year time period is 8.4 percent or 2.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of special (25.6%), therefore, the faculty in ALL MAJOR FIELDS decreased their salaries by 6.4 percent (25.6% minus 19.2% equals 6.4%) less than faculty in special education.

The reader may note that the faculty mix percentage in special education is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 24 percent vs. 32 percent, respectively, and in the 1991-92 study it is 27 percent vs. 31 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in special education was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 10.4 percent (10/96) vs. 4.6 percent (1,374/29,774), respectively, and also higher in the 1991-92 private study: 6.8 percent (7/103) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of special education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,214

(.7%) faculty in the discipline/major field of special education participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor for all ranks in the discipline/major field of special education in 1988-89 in the public study was essentially the same as in ALL MAJOR FIELDS and for the private study it was 12 percent below the average faculty salary factor for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of special education in 1991-92 in the public and private studies were some 3 percent above and 8 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in special education in the public institutions received an overall relative salary decrease at the end of three years of .3 percent above the cost-of-living. In the private institutions there was an overall relative salary increase of 8.4 percent above the cost-of-living.

Third, in the discipline/major field of special education the professor rank percentages exceed those in the assistant professor rank in the 1988-89 and 1991-92 public studies. In the 1988-89 and 1991-92 private studies the percentages were just the opposite of those of the public studies. These data show that special education in the public studies is older and more established than in the private studies. The private institutions' special education programs,

being younger, are continuing to grow rather rapidly.

Finally, the hiring rate of new assistant professors in special education both in the 1988-89 and 1991-92 public and private studies was higher than in ALL MAJOR FIELDS. It appears that special education as a discipline/major field is continuing to grow in academia.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in special education, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Kimberly Murdock is an research educationist with the Office of Equal Opportunities at Appalachian State University.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRI-BUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Arna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Herrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
SPEECH PATHOLOGY/AUDIOLOGY
FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Mary Ruth Sizer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including speech pathology/audiology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of speech pathology/audiology in the CIP is as follows:

An instructional program that prepares individuals to provide therapeutic care to persons with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing and communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitations; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 169-70---51.02).]

This article presents a summary of the overall average salary increases in the discipline/major field of speech pathology/audiology from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public

and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of speech pathology/audiology faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for assistant professors of speech pathology/audiology in the 1988-89 public study means that 30 percent of the faculty in that discipline/major field hold the rank of assistant professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .92 for assistant professors in the discipline/major field of speech pathology/audiology in the 1988-89 public study means that their average salary is 8 percent below the average salary of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 discipline/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of speech pathology/audiology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: HEALTH SCIENCES					
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 43842 123 47	35938 120 50	27816 120 50	26759 16 14	23051 37 21	34740 400 62
FAC MIX					
PCT: 0.31	0.30	0.30	0.04	0.09	1.00
SALARY					
FACTOR: 0.99	1.00	0.92	0.91	0.99	0.96

ALL MAJOR FIELDS

AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00

DISCIPLINE: HEALTH SCIENCES					
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 51163 135 51	40966 120 54	33355 133 53	32693 17 15	26424 44 27	40328 432 65
FAC MIX					
PCT: 0.31	0.28	0.31	0.04	0.10	1.00
SALARY					
FACTOR: 1.00	0.99	0.97	0.97	1.01	0.98

ALL MAJOR FIELDS

AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: HEALTH SCIENCES					
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 44477 15 10	34880 20 10	29216 26 12	27250 4 4	26607 1 1	34693 62 16
FAC MIX					
PCT: 0.24	0.32	0.42	0.06	0.02	1.00
SALARY					
FACTOR: 0.99	1.01	1.02	0.98	1.18	0.98

ALL MAJOR FIELDS

AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.20	0.05	0.06	1.00

DISCIPLINE: HEALTH SCIENCES					
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 51780 15 12	41446 18 8	34225 25 11	37138 4 4	30534 2 2	40657 60 14
FAC MIX					
PCT: 0.25	0.30	0.42	0.07	0.03	1.00
SALARY					
FACTOR: 0.97	1.01	1.00	1.14	1.12	0.96

ALL MAJOR FIELDS

AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of speech pathology/audiology was reported in 62 of the 207 public institutions. The average salary of the 400 faculty was \$34,740. This average salary was approximately 4.0 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of speech pathology/audiology was reported in 65 of the same 207 public institutions. The average salary of the 432 faculty was \$40,328. This average salary was approximately 2.4 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in speech pathology/audiology after three years in the public institutions studied was 16.1 percent (\$40,328 minus \$34,740 equals \$5,588). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in speech pathology/audiology average faculty salaries over the three-year period by 1.1 percent or an average of .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$35,129 equals \$5,163). In comparison to the discipline/major field of speech pathology/audiology (16.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.8 percentage points in their salaries (16.1% minus 14.3% equals 1.8%) less than faculty in the discipline/major field of speech pathology/audiology.

The reader may note that the faculty mix percentage in speech pathology/-

audiology is slightly higher at the professor rank than at the assistant professor in the 1988-89 study: 31 percent vs. 30 percent, and in the 1991-92 study it is the same at 31 percent vs. 31 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in speech pathology/audiology in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.0 percent (16/400) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also lower, 3.9 percent (17/432), vs. 4.4 percent (2,410/-54920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of speech pathology/audiology was reported in 16 of the 298 private institutions. The average salary of the 62 faculty was \$34,693. This average salary was 2.1 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of speech pathology/audiology was reported in 14 of the same 298 private institutions. The average salary of the 60 faculty was \$40,657. This average was 3.9 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in speech pathology/audiology after three years in the private institutions studied was 17.2 percent (\$40,675 minus \$34,693 equals \$5,964). The CPI of increased cost-of-living

between October 1988 and October 1991 was also 17.2 percent. Therefore, the average faculty salary increases over the three-year time period was virtually the same as that of the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of speech pathology/audiology (17.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.0 percent (19.2% minus 17.2% equals 2.0%) more than faculty in speech pathology/audiology.

The reader may note that the faculty mix percentage in speech pathology/audiology is lower at the professor rank in the 1988-89 study: 24 percent vs. 42 percent, respectively, and in the 1991-92 study it is 25 percent vs. 42 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in speech pathology/audiology was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 6.5 percent (4/62) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 6.7 percent (4/60) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of speech pathology/audiology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "base-line year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for

public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 954 (.6%) faculty in the discipline/major field of speech pathology/audiology participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of speech pathology/audiology in the 1988-89 public and private studies were some 4 and 2 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of speech pathology/audiology in the 1991-92 public and private studies were some 2 and 4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in speech pathology/audiology in the public institutions received an overall relative salary increase at the end of three years of 1.1 percent below the cost-of-living. In the private institutions there was an overall relative salary increase equaling the cost-of-living.

Third, in the discipline/major field of speech pathology/audiology the professor rank FAC MIX PCTs equal those in the assistant professor rank in both the 1988-89 and 1991-92 public studies, but in the 1988-89 and 1991-92 private studies the professor rank percentages are significantly less than those in the assistant professor rank. These data show that the discipline/major field of speech pathology/audiology in both the public and private studies is still an

emerging discipline in academia, especially, in the private institutions.

Finally, the hiring rate of new assistant professors in speech pathology/-audiology both in the 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 and 1991-92 private studies the hiring rate was higher. It appears that speech pathology/audiology as a discipline/major field continues to grow rather steadily in the private studies but is slowing down in the public institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in speech pathology/audiology, and in other disciplines/-major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Mary Ruth Sizer is an instructor in the department of language, reading and exceptionalities at Appalachian State University.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NC)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (IN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	
	TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN SOCIAL SCIENCES

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Eleanor I. Cook

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including student counseling and personnel services. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of social sciences in the CIP is as follows:

An instructional program that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the social sciences.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 143--45.01).]

This article presents a summary of the overall average salary increases in the discipline/major field of social sciences from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study in 1988-89, 207 institutions also participated in 1991-92. Data

from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of social sciences faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given rank. For example, a FAC MIX PCT factor of .30 for associate professors of social sciences in the 1988-89 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of social sciences in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of social sciences to the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 43846 283 67	34530 248 68	28577 261 72	26432 44 23	23160 37 23	35328 829 81
FAC MIX					
PCT: 0.34	0.30	0.31	0.05	0.04	1.00
SALARY					
FACTOR: 0.99	0.96	0.95	0.90	0.99	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 48756 187 46	37641 151 41	30035 132 40	29444 18 14	23566 26 12	39069 496 54
FAC MIX					
PCT: 0.38	0.30	0.27	0.04	0.05	1.00
SALARY					
FACTOR: 0.96	0.91	0.87	0.87	0.90	0.95
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 43418 111 41	33150 128 54	27894 123 56	25555 13 13	19405 21 14	33684 383 86
FAC MIX					
PCT: 0.29	0.33	0.32	0.03	0.05	1.00
SALARY					
FACTOR: 0.96	0.96	0.97	0.92	0.86	0.95
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 54994 152 38	39008 123 44	31933 122 42	31325 13 9	23337 13 9	42332 410 59
FAC MIX					
PCT: 0.37	0.30	0.30	0.03	0.03	1.00
SALARY					
FACTOR: 1.03	0.95	0.94	0.96	0.86	1.00
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 81 of the 207 public institutions. The average salary of the 829 faculty was \$35,328. This average salary was approximately 2.3 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of social sciences was reported in 54 of the same 207 public institutions. The average salary of the 496 faculty was \$39,069. This average salary was approximately 5.7 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in social sciences after three years in the public institutions studied was 10.6 percent (\$39,069 minus \$35,328 equals \$3,741). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in social sciences average faculty salaries over the three-year period by 6.6 percent or an average of 2.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,162). In comparison to the discipline/major field of social sciences (10.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 3.7 percentage points in their salaries (14.3% minus 10.6% equals 3.7%) more than faculty in the discipline/major field of social sciences.

The reader may note that the faculty mix percentage in social sciences is

higher at the professor rank than at the assistant professor rank in the 1988-89 study: 34 percent vs. 31 percent, and in the 1991-92 study it is 38 percent vs. 27 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in social sciences in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.3 percent (44/829), vs. 4.8 percent (2,497/51,650); and in 1992-92 it was lower, 3.6 percent (18/496) vs. 4.4 percent (2,410/54,920).

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 86 of the 298 private institutions. The average salary of the 383 faculty was \$33,684. This average salary was 5.2 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the disciplines/major field of social sciences was reported in 59 of the same 298 private institutions. The average salary of the 410 faculty was \$42,332. This average was .2 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in social sciences after three years in the private institutions studied was 25.7 percent (42,332 minus \$33,684 equals \$8,648). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three year period, is 8.5 percent or 2.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of social sciences (25.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 6.5 percent (25.7% minus 19.2% equals 6.5%) less than faculty in social sciences.

Finally, the reader may note that the hiring rate of new assistant professors in social sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.4 percent (13/383) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.2 percent (13/410) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of social sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,118 (1.3%) faculty in the discipline/major field of social sciences participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of social sciences in 1988-89 in the public and private studies were some 3 and 5 percent below the

average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of social sciences in 1991-92 in the public study was 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), and in the private study in 1991-92 it was essentially even with ALL MAJOR FIELDS.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in social sciences in the public institutions received overall, "real" salary increases at the end of three years of 6.6 percent below the cost-of-living. In the private institutions the "real" salary increase was 8.5 percent above the cost-of-living.

Third, in the discipline/major field of social sciences the professor rank percentage mirrors that of ALL MAJOR FIELDS in the public institutions in 1988-89 and exceeds it in 1991-92. In the private institutions the professor rank percentage is less than that of ALL MAJOR FIELDS in 1988-89 and exceeds it in 1991-92. The discipline/major field of social sciences is considered one of the "established" disciplines/major fields and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, and lower in 1991-92. In the private institutions it was lower both in 1988-89 and in 1991-92.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in social sciences, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MD)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including sociology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of sociology in the CIP is as follows:

An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure, social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p 148--45.11).]

This article presents a summary of the overall average salary increases in the discipline/major field of sociology from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study

of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of sociology faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computer from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professors of sociology services in the 1988-89 public study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of sociology in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of sociology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
PUBLIC, 1988-89:					
AVERAGE					
SALARY: 43825 485 125	34872 442 138	28080 329 123	26371 69 49	23148 43 32	36106 1299 160
FAC MIX					
PCT: 0.37	0.34	0.25	0.05	0.03	1.00
SALARY					
FACTOR: 0.99	0.97	0.93	0.90	0.99	1.00
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
PUBLIC, 1991-92:					
AVERAGE					
SALARY: 49959 507 130	39638 403 147	32278 336 124	31521 56 40	26256 38 29	41391 1284 164
FAC MIX					
PCT: 0.39	0.31	0.26	0.04	0.03	1.00
SALARY					
FACTOR: 0.98	0.96	0.94	0.93	1.00	1.00
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
PRIVATE, 1988-89:					
AVERAGE					
SALARY: 41887 239 127	31468 261 149	27566 227 134	26176 36 31	20208 33 23	33090 760 227
FAC MIX					
PCT: 0.31	0.34	0.30	0.05	0.04	1.00
SALARY					
FACTOR: 0.93	0.91	0.96	0.94	0.90	0.93
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
PRIVATE, 1991-92:					
AVERAGE					
SALARY: 49465 250 135	38292 260 146	32259 203 121	30177 31 27	26215 6 5	40373 719 222
FAC MIX					
PCT: 0.39	0.28	0.30	0.05	0.03	1.00
SALARY					
FACTOR: 1.01	1.00	0.96	0.95	1.07	1.03
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40984 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 160 of the 207 public institutions. The average salary of the 1,299 faculty was \$36,106. This average salary was approximately .06 percent lower than the average salary of \$35,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of sociology was reported in 164 of the same 207 public institutions. The average salary of the 1,284 faculty was \$41,391. This average salary was approximately .2 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in sociology after three years in the public institutions studied was 14.6 percent (\$41,391 minus \$36,106 equals \$5,285). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in sociology average faculty salaries over the three-year period of 2.6 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of sociology (14.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .3 percentage points in their salaries (14.6% minus 14.3% equals .3%) less than faculty in the discipline/major field of sociology.

The reader may note that the faculty mix percentage in sociology is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 37 percent vs. 25 percent, and in the 1991-92 study it is 39 percent vs.

26 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in sociology in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.3 percent (69/1,299) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was the virtually the same, 4.4 percent (56/1,284) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 227 of the 298 private institutions. The average salary of the 760 faculty was \$33,090. This average salary was 7.1 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of sociology was reported in 222 of the same 298 private institutions. The average salary of the 719 faculty was \$40,373. This average was 4.6 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in sociology after three years in the private institutions studied was 22.0 percent (\$40,373 minus \$33,090 equals \$7,283). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.8 percent or 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent)\$42,240 minus \$35,437 equals \$6,802). In comparison to the discipline/major field of sociology (22.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (22.0% minus 19.2% equals 2.9%) less than faculty in sociology.

The reader may note that the faculty mix percentage in sociology is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 31 percent vs. 30 percent, respectively, and in the 1991-92 study it is 39 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89) and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in sociology was greater than the hiring rate of ALL MAJOR FIELDS in the 1988-89 private study: 4.7 percent (36/760) vs. 4.6 percent (1,374/29,774), respectively, and the same in the 1991-92 private study: 4.3 percent (31/719) vs. 4.3 (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of sociology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline and for the trend year--a total of four studies. A total of 4,062 (2.4%) faculty in the discipline/major field of sociology participated and were included

in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor for all ranks in the discipline/major field of sociology in the 1988-89 public and private studies were even with and 7 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of sociology in the 1991-92 public and private studies were even with and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in sociology in the public institutions received an overall relative salary increase at the end of three years of 2.6 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 4.8 percent above the cost-of-living.

Third, in the discipline/major field of sociology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public studies. In the 1988-89 and 1991-92 private studies the percentages were also higher. These data show that the discipline/major fields of sociology in both the public and private studies is well established.

Finally, the hiring rate of new assistant professors in sociology in the 1988-89 and 1991-92 public and private studies was essentially the same as in ALL MAJOR FIELDS. It appears that sociology as a discipline/major field continues to grow rather steadily.

Now that a rather significant data base of faculty salaries by rank and

discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in sociology, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILCSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnstown (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NH)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles and Science (PA)
LeTourneau University (TX)	Pikeville College (KY)
Limestone College (SC)	Point Park College (PA)
Lindsey Wilson College (KY)	Presbyterian College (SC)
Linfield College (OR)	Providence College (RI)
Long Island University (NY)	Quincy College (IL)
Loras College (IA)	Reed College (OR)
Louisiana College (LA)	Regis College (MA)
Loyola College (MD)	Rhodes College (TN)
Loyola Marymount University (CA)	Rivier College (NH)
Lubbock Christian University (TX)	Roanoke College (VA)
Luther College (IA)	Rochester Institute of Technology (NY)
Lycoming College (PA)	Rockford College (IL)
Lynchburg College (VA)	Rockhurst College (MO)
Madonna University (MI)	Rocky Mountain College (MT)
Malone College (OH)	
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (IN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN
STUDENT COUNSELING AND PERSONNEL SERVICES
FOR THE YEARS
1988-89 AND 1991-92

By
Richard D. Howe and Garrett Hinshaw

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including student counseling and personnel services. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1991. The definition of the discipline/major field of student counseling and personnel services in the CIP is as follows:

An instructional program that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, educational, and vocational development of students, and the organizing of guidance services within elementary, middle and secondary educational institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related socio-psychological foundation.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 79--13.11).]

This article presents a summary of the overall average salary increases in the discipline/major field of student counseling and personnel services from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for

both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of student counseling and personnel services faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professors of student counseling and personnel services in the 1988-89 public study means that 30 percent of the faculty in that discipline/-major field hold the rank of associate professor.

The SALARY FACTORY for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR OF .97 for associate professors in the discipline/major field of student counseling and personnel services in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of student counseling and personnel services with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF	ASSO PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN

DISCIPLINE: EDUCATION																		
MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
PUBLIC, 1988-89:																		
AVERAGE																		
SALARY:	44645	160	48	34962	106	44	28517	75	41	27326	20	17	23982	8	6	37764	349	52
FAC MIX																		
PCT:	0.46			0.30			0.21			0.06			0.02			1.00		
SALARY																		
FACTOR:	1.01			0.97			0.95			0.93			1.03			1.05		

ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	44380	17529		36058	15079		30079	14807		29332	2497		23391	4235		36129	51650	207
FAC MIX																		
PCT:	0.34			0.29			0.29			0.05			0.08			1.00		

DISCIPLINE: EDUCATION																		
MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
PUBLIC, 1991-92:																		
AVERAGE																		
SALARY:	50067	201	56	40217	134	53	32741	113	44	32537	17	15	27993	8	7	42491	456	58
FAC MIX																		
PCT:	0.44			0.29			0.25			0.04			0.02			1.00		
SALA V																		
FACTOR:	0.98			0.98			0.95			0.96			1.07			1.03		

ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	50997	18617		41181	15436		34390	16606		33852	2410		26194	4261		41292	54920	207
FAC MIX																		
PCT:	0.34			0.28			0.30			0.04			0.08			1.00		

DISCIPLINE: EDUCATION																		
MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
PRIVATE, 1988-89:																		
AVERAGE																		
SALARY:	45092	34	8	35973	32	11	28592	12	8	27667	3	3	21101	2	2	38369	80	16
FAC MIX:																		
PCT:	0.43			0.40			0.15			0.04			0.03			1.00		
SALARY																		
FACTOR:	1.00			1.04			1.00			1.00			0.94			1.08		

ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	45106	9628		34640	9142		28725	9074		27748	1374		22532	1930		35437	29774	298
FAC MIX																		
PCT:	0.32			0.31			0.30			0.05			0.06			1.00		

DISCIPLINE: EDUCATION																		
MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																		
STATE, 1991-92:																		
AVERAGE																		
SALARY:	52547	31	12	40546	31	12	34052	21	13	32354	6	6	26500	1	1	43184	84	19
FAC MIX																		
PCT:	0.37			0.37			0.25			0.07			0.01			1.00		
SALARY																		
FACTOR:	0.98			0.99			1.00			1.00			0.97			1.02		

ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	53614	10540		40984	9462		34071	10070		32464	1379		27206	1711		42240	31783	298
FAC MIX																		
PCT:	0.33			0.30			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 52 of the 207 public institutions. The average salary of the 349 faculty was \$37,764. This average salary was approximately 4.5 percent higher than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of student counseling and personnel services was reported in 58 of the same 207 public institutions. The average salary of the 456 faculty was \$42,491. This average salary was approximately 2.9 percent higher than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the public institutions studied was 12.5 percent ($\$42,491$ minus $\$37,764$ equals $\$4,727$). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in student counseling and personnel services average faculty salaries over the three-year period by 4.7 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($\$41,292$ minus $\$36,129$ equals $\$5,163$). In comparison to the discipline/major field of student counseling and personnel services (12.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.8 percentage points in their salaries (14.3% minus 12.5% equals 1.8%), more than faculty in the discipline/major field of student counseling and personnel services.

The reader may note that the faculty mix percentage in student counseling and personnel services is higher at the professor rank than at the assistant professor in the 1988-89 study: 46 percent vs. 21 percent, and in the 1991-92 study it is 44 percent vs. 25 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in student counseling and personnel services in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.7 percent (20/349) vs. 4.8 percent (2497/51,650), respectively; and in 1991-92, it was lower, 3.7 percent (17/456) vs. 4.4 percent (2410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 16 of the 298 private institutions. The average salary of the 80 faculty was \$38,369. This average salary was 8.3 percent higher than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of student counseling and personnel services was reported in 19 of the same 298 private institutions. The average salary of the 84 faculty was \$43,184. This average was 2.2 percent higher than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the private institutions studied was

12.5 percent ($\$43,184$ minus $\$38,369$ equals $\$4,815$). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.7 percent or 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent ($\$42,240$ minus $\$35,437$ equals $\$6,803$). In comparison to the discipline/major field of student counseling and personnel services (12.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 6.7 percent (19.2% minus 12.5% equals 6.7%) more than faculty in student counseling and personnel services.

Finally, the reader may note that the hiring rate of new assistant professors in students counseling and personnel services was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.8 percent (3/80) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 7.1 percent (6/84) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of student counseling and personnel services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 969 (.6%) faculty in the discipline/major field of student counseling and personnel services participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of

168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of student counseling and personnel services in 1988-89 in the public and private studies were some 5 and 8 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of student counseling and personnel services in 1991-92 in both the public and private studies were each 3 and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in student counseling and personnel services in the public institutions received overall, "real" salary increases at the end of three years of 4.7 percent below the cost-of-living. In the private institutions the "real" salary increase was also 4.7 percent below the cost-of-living.

Third, in the discipline/major field of student counseling and personnel services the professor rank percentage is greater than that of ALL MAJOR FIELDS in the public institutions for both the 1988-89 study year and the 1991-92 study year. In the private institutions the professor rank percentage is also greater than that of the assistant professor rank in both study years, 1988-89 and 1991-92. The discipline/major field of student counseling and personnel services is considered one of the "older" disciplines/major fields and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, and lower in 1991-92. In the private institutions it was higher in 1988-89 and lower in 1991-92.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in student counseling and personnel services, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOLOGY	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (IN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298

SALARY-TREND STUDY OF FACULTY IN

VISUAL AND PERFORMING ARTS

FOR THE YEARS

1988-89 AND 1991-92

By
Richard D. Howe
and
Patti Stephans

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including visual and performing arts. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1991. The definition of the discipline/major field of visual and performing arts in the CIP is as follows:

A summary of groups of instructional programs that describe the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 161--50.01).]

This article presents a summary of the overall average salary increases in the discipline/major field of visual and performing arts from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same

298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of visual and performing arts faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportations, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of visual and performing arts in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTORY for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR OF .92 for associate professors in the discipline/major field of visual and performing arts in the 1988-89 public study means that their average salary is 8 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of visual and performing arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS					
<u>PUBLIC, 1988-89:</u>					
AVERAGE					
SALARY: 40838 171 47	33240 212 53	26957 249 59	25282 30 19	23887 57 27	32081 689 64
FAC MIX					
PCT: 0.25	0.31	0.36	0.04	0.08	1.00
SALARY					
FACTOR: 0.92	0.92	0.90	0.86	1.02	0.89
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 44380 17529	36058 15079	30079 14807	29332 2497	23391 4235	36129 51650 207
FAC MIX					
PCT: 0.34	0.29	0.29	0.05	0.08	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS					
<u>PUBLIC, 1991-92:</u>					
AVERAGE					
SALARY: 48957 216 58	37104 221 57	29390 254 66	29085 40 29	26564 39 20	36772 730 72
FAC MIX					
PCT: 0.30	0.30	0.35	0.05	0.05	1.00
SALARY					
FACTOR: 0.92	0.90	0.85	0.86	1.01	0.89
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 50997 18617	41181 15436	34390 16606	33852 2410	26194 4261	41292 54920 207
FAC MIX					
PCT: 0.34	0.28	0.30	0.04	0.08	1.00

DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS					
<u>PRIVATE, 1988-89:</u>					
AVERAGE					
SALARY: 39722 103 32	31432 113 40	25512 136 47	26394 15 11	21612 18 15	31086 370 66
FAC MIX					
PCT: 0.28	0.31	0.37	0.04	0.05	1.00
SALARY					
FACTOR: 0.88	0.91	0.89	0.95	0.96	0.88
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 45106 9628	34640 9142	28725 9074	27748 1374	22532 1930	35437 29774 298
FAC MIX					
PCT: 0.32	0.31	0.30	0.05	0.06	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS					
<u>PRIVATE, 1991-92:</u>					
AVERAGE					
SALARY: 48254 134 45	37766 168 55	31134 192 57	29671 22 15	26334 22 15	37534 516 75
FAC MIX					
PCT: 0.26	0.33	0.37	0.04	0.04	1.00
SALARY					
FACTOR: 0.90	0.92	0.91	0.91	0.97	0.89
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 53614 10540	40964 9462	34071 10070	32464 1379	27206 1711	42240 31783 298
FAC MIX					
PCT: 0.33	0.30	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 64 of the 207 public institutions. The average salary of the 689 faculty was \$32,081. This average salary was approximately 12.6 percent lower than the average salary of \$36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of visual and performing arts was reported in 72 of the same 207 public institutions. The average salary of the 730 faculty was \$36,772. This average salary was approximately 12.3 percent lower than the average salary of \$41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in visual and performing arts after three years in the public institutions studied was 14.6 percent (\$36,772 minus \$32,081 equals \$4,691). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in visual and performing arts average faculty salaries over the three-year period by 2.6 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent (\$41,292 minus \$36,129 equals \$5,163). In comparison to the discipline/major field of visual and performing arts (14.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative decrease of .3 percentage points in their salaries (14.6% minus 14.3% equals .3%) less than faculty in the discipline/major field of visual and performing arts.

The reader may note that the faculty mix percentage in visual and

performing arts is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 25 percent vs. 36 percent, respectively, and in the 1991-92 study it is 30 percent vs. 35 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in visual & performing arts in the public studies was lower than ALL MAJOR FIELDS in 1988-89, 4.4 percent (30/689) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 5.5 percent (40/730) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 66 of the 298 private institutions. The average salary of the 370 faculty was \$31,086. This average salary was 14 percent lower than the average salary of \$35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of visual and performing arts was reported in 75 of the same 298 private institutions. The average salary of the 516 faculty was \$37,534. This average was 12.5 percent lower than the average salary of \$42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in visual and performing arts after three years in the private institutions studied was 20.7 percent (\$37,534 minus \$31,086 equals \$6,448). The CPI of increased cost-of-living

between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.5 percent or 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent (\$42,240 minus \$35,437 equals \$6,803). In comparison to the discipline/major field of visual and performing arts (20.7%), therefore, the faculty in ALL MAJOR FIELDS decreased their salaries by 1.5 percent (20.7% minus 19.2% equals 1.5%) less than faculty in visual & performing arts.

The reader may note that the faculty mix percentage in visual and performing arts is lower at the professor rank in the 1988-89 study: 28 percent vs. 37 percent, respectively, and in the 1991-92 study it is 26 percent vs. 37 percent, respectively. The difference in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in visual and performing arts was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4 percent (15/370) vs. 4.6 percent (1,374/29,774), respectively, and remained the same in the 1991-92 private study: 4.3 percent (22/516) vs. 4.3 percent (1,379/31,783), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of visual and performing arts and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the

"baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,305 (1.4%) faculty in the discipline/major field of visual and performing arts participated and were included in the 43 disciplines-/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United State participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of visual and performing arts in 1988-89 in the public and private studies were some 11 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of visual and performing arts in 1991-92 in the public and private studies were some 11 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in visual and performing arts in the public institutions received overall, "real" salary increases at the end of three years of 2.6 percent below the cost-of-living. In the private institutions the "real" salary increase was 3.5 percent above the cost-of-living.

Third, in the discipline/major field of visual and performing arts the professor rank percentage is less than that of ALL MAJOR FIELDS in the public institutions for the 1988-89 study year but greater in the 1991-92 study year. In the private institutions the professor rank percentage is less than that of

the assistant professor rank in both study years, 1988-89 and 1991-92. The discipline/major field of visual and performing arts is considered one of the emerging disciplines/major fields and these percentages are rather typical.

Finally, regarding the hiring rate of new assistant professors in the public studies, it was higher than in ALL MAJOR FIELDS in 1988-89, and lower in 1991-92. In the private institutions it was lower in 1988-89 and the same in 1991-92.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in visual and performing arts, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF PUBLIC Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	MATHEMATICS
AGRIBUSINESS AND AGRICULTURE	MULTI-INTERDISCIPLINARY STUDIES
ANTHROPOLOGY	MUSIC
AREA AND ETHNIC STUDIES	NURSING
BUSINESS ADMINISTRATION AND MANAGEMENT	PHILOSOPHY AND RELIGION
BUSINESS AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS ECONOMICS	PHYSICAL SCIENCES
CHEMISTRY	PHYSICS
COMMUNICATION TECHNOLOGIES	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATIONS	PROTECTIVE SERVICES
COMPUTER AND INFORMATION SCIENCES	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
DRAWING	SECRETARIAL AND RELATED PROGRAMS
EDUCATION	SPECIAL EDUCATION
ENGINEERING	SPEECH PATHOLOGY/AUDIOLOGY
ENGINEERING RELATED TECHNOLOGIES	SOCIAL SCIENCES
FOREIGN LANGUAGES	SOCIOLOGY
GEOGRAPHY	STUDENT COUNSELING AND PERSONNEL
GEOLOGY	SERVICES
HISTORY	VISUAL AND PERFORMING ARTS
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	TOTAL - 43
LIFE SCIENCES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)	Grambling State University (LA)
Alabama State College (AL)	Grand Valley State University (MI)
Angelo State University (TX)	Harris-Stowe State College (MO)
Appalachian State University (NC)	Humacao University College (PR)
Arkansas State University (AR)	Idaho State University (ID)
Arkansas Tech University (AR)	Illinois State University (IL)
Armstrong State College (GA)	Indiana State University (IN)
Auburn University at Montgomery (AL)	Jacksonville State University (AL)
Augusta College (GA)	James Madison University (VA)
Austin Peay State University (TN)	Jersey City State College (NJ)
Bemidji State University (MN)	Kennesaw State College (GA)
Black Hills State University (SD)	Kent State University (OH)
Bloomsburg University of Pennsylvania (PA)	Lander College (SC)
Bluefield State College (WV)	Lincoln University (PA)
Bowie State University (MD)	Livingston University (AL)
California State University, Fullerton (CA)	Longwood College (VA)
California State University, Los Angeles (CA)	Louisiana State University in Shreveport (LA)
California State University, Stanislaus (CA)	Louisiana Tech University (LA)
Castleton State College (VT)	Lyndon State College (VT)
Central Michigan University (MI)	Marshall University (WV)
Central Missouri State University (MO)	Mary Washington College (VA)
Chadron State College (NE)	McNeese State University (LA)
Christopher Newport College (VA)	Memphis State University (TN)
Clarion University of Pennsylvania (PA)	Mesa State College (CO)
Cleveland State University (OH)	Metropolitan State College of Denver (CO)
Columbus College (GA)	Middle Tennessee State University (TN)
Coppin State College (MD)	Millersville University of Pennsylvania (PA)
Corpus Christi State University (TX)	Minot State University (ND)
Dakota State University (SD)	Missouri Western State College (MO)
Delta State University (MS)	Moorhead State University (MN)
East Central University (OK)	Morehead State University (KY)
East Tennessee State University (TN)	Morgan State University (MD)
Eastern Connecticut State University (CT)	Murray State University (KY)
Eastern Illinois University (IL)	New Jersey Institute of Technology (NJ)
Eastern Kentucky University (KY)	New Mexico Highlands University (NM)
Eastern New Mexico University (NM)	Nicholls State University (LA)
Eastern Washington University (WA)	Northeast Louisiana University (LA)
Edinboro University of Pennsylvania (PA)	Northeast Missouri State University (MO)
Emporia State University (KS)	Northeastern Illinois University (IL)
Fairmont State College (WV)	Northeastern State University (OK)
Florida International University (FL)	Northern Arizona University (AZ)
Fort Hays State University (KS)	Northern Illinois University (IL)
Fort Lewis College (CO)	Northern Kentucky University (KY)
Francis Marion College (SC)	Northern Michigan University (MI)
Frostburg State University (MD)	Northern State University (SD)
George Mason University (VA)	Northwest Missouri State University (MO)
Georgia College (GA)	Northwestern State University of Louisiana (LA)
Georgia Southern University (GA)	Oakland University (MI)
Georgia Southwestern College (GA)	Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)	University of Montevallo (AL)
Peru State College (NE)	University of Nebraska at Omaha (NE)
Pittsburg State University (KS)	University of Nevada, Las Vegas (NV)
Plymouth State College (NH)	University of North Carolina at Asheville (NC)
Portland State University (OR)	University of North Carolina at Greensboro (NC)
Purdue University Calumet (IN)	University of North Carolina at Wilmington (NC)
Radford University (VA)	University of North Texas (TX)
Ramapo College of New Jersey (NJ)	University of Northern Colorado (CO)
Salisbury State University (MD)	University of Northern Iowa (IA)
Sam Houston State University (TX)	University of Pittsburgh at Bradford (PA)
San Francisco State University (CA)	University of Pittsburgh at Johnston (PA)
Sangamon State University (IL)	University of South Alabama (AL)
Savannah State College (GA)	University of South Carolina at Aiken (SC)
Shippensburg University (PA)	University of South Carolina-Coastal
Slippery Rock University (PA)	Carolina College (SC)
Sonoma State University (CA)	University of Southern Colorado (CO)
South Dakota School of Mines & Technology (SD)	University of Southern Indiana (IN)
Southeast Missouri State University (MO)	University of Southern Mississippi (MS)
Southeastern Louisiana University (LA)	University of Southwestern Louisiana (LA)
Southeastern Oklahoma State University (OK)	University of Tennessee at Chattanooga (TN)
Southern Arkansas University (AR)	University of Tennessee at Martin (TN)
Southern College of Technology (GA)	University of Texas at San Antonio (TX)
Southern Connecticut State University (CT)	University of the Virgin Islands (VI)
Southern Illinois University at Carbondale (IL)	University of West Virginia-College of
Southern Illinois University at Edwardsville (IL)	Graduate Study (WV)
Southern Oregon State College (OR)	University of Wisconsin-Eau Claire (WI)
Southwest Missouri State University (MO)	University of Wisconsin-LaCrosse (WI)
Southwest Texas State University (TX)	University of Wisconsin-Oshkosh (WI)
State Univ. of New York - College at Buffalo (NY)	University of Wisconsin-Parkside (WI)
State Univ. of New York - College at Cortland (NY)	University of Wisconsin-Platteville (WI)
State Univ. of New York - College at Geneseo (NY)	University of Wisconsin-Stevens Point (WI)
State University of New York at Fredonia (NY)	University of Wisconsin-Stout (WI)
Stockton State College (NJ)	University of Wisconsin-Superior (WI)
SUNY Institute of Technology at Utica/Rome (NY)	University of Wisconsin-Whitewater (WI)
Tennessee Technological University (TN)	Valdosta State College (GA)
Texas A&I University (TX)	Valley City State University (ND)
Texas A&M University at Galveston (TX)	Washburn University (KS)
The Citadel, The Military College of South Carolina (SC)	Wayne State College (NE)
Towson State University (MD)	Weber State University (UT)
Trenton State College (NJ)	West Georgia College (GA)
Troy State University (AL)	West Virginia Institute of Technology (WV)
University of Akron (OH)	West Virginia State College (WV)
University of Alaska Southeast (AK)	Western Carolina University (NC)
University of Arkansas at Little Rock (AR)	Western Illinois University (IL)
University of Central Arkansas (AR)	Western Kentucky University (KY)
University of Central Oklahoma (OK)	Western Michigan University (MI)
University of Colorado at Colorado Springs (CO)	Western Montana College (MT)
University of Colorado at Denver (CO)	Western Oregon State College (OR)
University of Houston-Clear Lake (TX)	Western Washington University (WA)
University of Maine at Farmington (ME)	Wichita State University (KS)
University of Maine at Fort Kent (ME)	William Paterson College of New Jersey (NJ)
University of Maine at Presque Isle (ME)	Winona State University (MN)
University of Maryland Baltimore County (MD)	Winthrop College (SC)
University of Massachusetts at Lowell (MA)	Wright State University (OH)
University of Minnesota, Duluth (MN)	Youngstown State University (OH)
University of Missouri-St. Louis (MO)	

195 TOTAL INSTITUTIONS = 207

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Clarkson University (NY)
Adelphi University (NY)	Coker College (SC)
Agnes Scott College (GA)	College of Great Falls (MT)
Alaska Pacific University (AK)	College of Notre Dame of Maryland (MD)
Albertus Magnus College (CT)	College of Saint Benedict (MN)
Alfred University (NY)	College of Saint Elizabeth (NJ)
Allegheny College (PA)	College of Saint Rose (The) (NY)
Allentown College of St. Francis de Sales (PA)	College of Santa Fe (The) (NM)
Alma College (MI)	College of St. Joseph in Vermont (VT)
Alverno College (WI)	College of St. Scholastica (MN)
Amherst College (MA)	College of the Southwest (NM)
Anna Maria College (MA)	College Misericordia (PA)
Aquinas College (MI)	Columbia Bible College and Seminary (SC)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Ashland University (OH)	Concordia College (MN)
Assumption College (MA)	Concordia Teachers College (NE)
Augustana College (IL)	Concordia University Wisconsin (WI)
Avila College (MO)	Cornell College (IA)
Azusa Pacific University (CA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Bellarmino College (KY)	Daniel Webster College (NH)
Belmont Abbey College (NC)	David Lipscomb University (TN)
Beloit College (WI)	Davidson College (NC)
Bentley College (MA)	Defiance College (The) (OH)
Berry College (GA)	DePaul University (IL)
Bethany College (WV)	Dickinson College (PA)
Bethel College (MN)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College (NY)
Bloomfield College (NJ)	Dordt College, Inc. (IA)
Bluefield College (VA)	Drake University (IA)
Boston University (MA)	Drew University (NJ)
Bradley University (IL)	Drury College (MO)
Briar Cliff College (IA)	Duquesne University (PA)
Bridgewater College (VA)	Earlham College (IN)
Bucknell University (PA)	Eastern Mennonite College (VA)
Butler University (IN)	Eckerd College (FL)
Cabrini College (PA)	Edgewood College (WI)
Calvin College (MI)	Elizabethtown College (PA)
Canisius College (NY)	Elmhurst College (IL)
Capital College (MD)	Embry-Riddle Aeronautical University (FL)
Capital University (OH)	Emory & Henry College (VA)
Caribbean University (PR)	Eureka College (IL)
Catholic University of America (The) (DC)	Fairfield University (CT)
Cedar Crest College (PA)	Faith Baptist Bible College & Seminary (IA)
Central University of Iowa (IA)	Franklin and Marshall College (PA)
Central Wesleyan College (SC)	Franklin Pierce College (NH)
Chapman University (CA)	Furman University (SC)
Christian Brothers University (TN)	Gannon University (PA)
Claremont Graduate School (The) (CA)	Gardner-Webb College (NC)
Clarke College (IA)	George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)	Marietta College (OH)
Georgetown University (DC)	Marist College (NY)
Georgian Court College (NJ)	Mars Hill College (NC)
Gettysburg College (PA)	Mary Baldwin College (VA)
Golden Gate University (CA)	Marymount College (NY)
Gonzaga University (WA)	Maryville University-St. Louis (MO)
Gordon College (MA)	Marywood College (PA)
Grand View College (IA)	Massachusetts Institute of Technology (MA)
Green Mountain College (VT)	Meredith College (NC)
Greensboro College (NC)	Merrimack College (MA)
GMI Engineering & Management Institute (MI)	Midland Lutheran College (NE)
Grinnell College (IA)	Missouri Baptist College (MO)
Hamline University (MN)	Montreat-Anderson College (NC)
Hampton University (VA)	Moravian College (PA)
Hannibal-LaGrange College (MO)	Mount Mercy College (IA)
Hastings College (NE)	Mount Union College (OH)
Holy Family College (PA)	Muhlenberg College (PA)
Holy Names College (CA)	Muskingum College (OH)
Houghton College (NY)	Neumann College (PA)
Illinois Benedictine College (IL)	New Hampshire College (NH)
Illinois Institute of Technology (IL)	New York Institute of Technology (NY)
Immaculata College (PA)	Niagara University (NY)
Incarnate Word College (TX)	North Central College (IL)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University (MD)	Northwestern College (MN)
Judson College (IL)	Norwich University (VT)
Juniata College (PA)	Oakwood College (AL)
Kalamazoo College (MI)	Ohio Northern University (OH)
Kenyon College (OH)	Olivet College (MI)
La Roche College (PA)	Ottawa University (KS)
La Salle University (PA)	Otterbein College (OH)
Lakeland College (WI)	Our Lady of Holy Cross College (LA)
Lancaster Bible College (PA)	Pace University (NY)
Le Moyne College (NY)	Palm Beach Atlantic College (FL)
Lebanon Valley College (PA)	Pepperdine University (CA)
Lenoir-Rhyne College (NC)	Pfeiffer College (NC)
Lewis and Clark College (OR)	Philadelphia College of Textiles
LeTourneau University (TX)	and Science (PA)
Limestone College (SC)	Pikeville College (KY)
Lindsey Wilson College (KY)	Point Park College (PA)
Linfield College (OR)	Presbyterian College (SC)
Long Island University (NY)	Providence College (RI)
Loras College (IA)	Quincy College (IL)
Louisiana College (LA)	Reed College (OR)
Loyola College (MD)	Regis College (MA)
Loyola Marymount University (CA)	Rhodes College (TN)
Lubbock Christian University (TX)	Rivier College (NH)
Luther College (IA)	Roanoke College (VA)
Lycoming College (PA)	Rochester Institute of Technology (NY)
Lynchburg College (VA)	Rockford College (IL)
Madonna University (MI)	Rockhurst College (MO)
Malone College (OH)	Rocky Mountain College (MT)
Marian College (IN)	

Participating Institutions, continued:

Rollins College (FL)	University of Miami (FL)
Roosevelt University (IL)	University of New England (ME)
Rosary College (IL)	University of New Haven (CT)
Saint Francis College (PA)	University of Portland (OR)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Joseph's College (ME)	University of San Francisco (CA)
Saint Leo College (FL)	University of St. Thomas (TX)
Saint Martin's College (WA)	University of Tampa (FL)
Saint Mary College (KS)	Upper Iowa University (IA)
Saint Mary's College of California (CA)	Ursuline College (OH)
Saint Meinrad College (IN)	Valparaiso University (IN)
Saint Meinrad School of Theology (IN)	Virginia Intermont College (VA)
Saint Vincent College (PA)	Viterbo College (WI)
Salem College (NC)	Wartburg College (IA)
Salem Teikyo University (WV)	Washington and Jefferson College (PA)
Salve Regina University (RI)	Washington Bible College (MD)
Samford University (AL)	Washington College (MD)
Santa Clara University (CA)	Waynesburg College (PA)
Schreiner College (TX)	West Virginia Wesleyan College (WV)
Scripps College (CA)	Western Baptist College (OR)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westminster College (MD)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Wheeling Jesuit College (WV)
Siena Heights College (MI)	Whitman College (WA)
Simpson College (IA)	Whitworth College (WA)
Skidmore College (NY)	Wilkes University (PA)
Southern California College (CA)	William Jewell College (MO)
Southern College of Seventh-Day Adventists (TN)	William Penn College (IA)
Southwestern Assemblies of God College (TX)	Wilmington College (DE)
Spring Arbor College (MI)	Wingate College (NC)
Spring Hill College (AL)	Xavier University (OH)
St. Bonaventure University (NY)	York College of Pennsylvania (PA)
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
St. Olaf College (MN)	
Stanford University (CA)	
Suffolk University (MA)	
Susquehanna University (PA)	
Tabor College (KS)	
Taylor University (IN)	
Texas Christian University (TX)	
Tri-State University (IN)	
Trinity College (VT)	
University of Bridgeport (CT)	
University of Dallas (TX)	
University of Dayton (OH)	
University of Denver (CO)	
University of Evansville (IN)	
University of Findlay (OH)	
University of La Verne (CA)	

TOTAL INSTITUTIONS = 298